



# The Cincture

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### FROM THE VICAR FOR CLERGY C.L.I. – DISCIPLE MAKER INDEX



Fr. Jerry Herda

Thank you to all who attended the Fall Day for priests and parish directors. It was a great day and hopefully that gathering will lead us to have a much better sense of who we are as parishes and as an archdiocese.

For those who did not attend, you will need to get caught up on the process that the Catholic Leadership Institute presented because each and every parish will be expected to participate.

Here a few reminders: you need to have a contact person and a team of five members for each canonical parish you serve. The team will assist in promoting the Disciple Maker Index among your parishioners as well as have their own different survey that they will be asked to fill out. Each

active diocesan priest and extern priest serving in a parish will be asked to do a different survey. Senior priests are welcome to do a survey if they so wish. This will all take place at the beginning of Lent, a great time for everyone to reflect on their call to discipleship.

If you would like more information about the Disciple Maker Index and to see some sample questions, click on this link <https://www.catholicleaders.org/documents/The-Disciple-Maker-Index-Parish-Brochure.pdf>

Thank you for the service you give to the Church and to the People of God. Please know of my prayers for all of you.

*Sincerely in Christ,  
Fr. Jerry Herda*

### MEET JODI BOWERS, NEW VICAR FOR CLERGY ADMINISTRATIVE ASSISTANT



Jodi Bowers

My name is Jodi Bowers. My husband, Ken, and I have been married for 32 years. We have four daughters, Elizabeth, Katherine, Christina & Anne Marie and a two-year-old grandson,

Landon. Our two older daughters are out on their own while our two younger daughters attend school and still live at home.

I am a Milwaukee native and grew up on the far northwest side graduating from Vincent High School. My family was members of a Missouri Synod Lutheran Church, at which I was heavily involved in Sunday school, youth Bible study and the youth programs.

While enrolled at Marquette University, I met Ken and we were married at his family's parish, St. Stanislaus, in 1987. When time came for the children to start school, we joined St. John the Evangelist Parish in Greenfield, a church much closer to home. We participated in several parish and school activities, such as parish festival, home and school board and fundraiser committees. I converted to Catholicism in 1995. Soon after this, I accepted a secretarial position in the parish office at which I remained for 22 years. We are presently members at St. Leonard's in Muskego where I am active in the Music, Liturgical & Hospitality

▶ JODI BOWERS (continued on page 3)

FROM THE DIRECTOR OF PRIEST PLACEMENT AND PERSONNEL

MISSIONARY PRIESTS – A CONTINUING BLESSING FOR THE ARCHDIOCESE OF MILWAUKEE



Rick Tank

Since the beginning of the archdiocese in 1843, missionary priests have been an important part of our history. In fact, our first bishop, Bishop John Martin Henni,

was a German-speaking priest born in Switzerland. As new immigrants came from other lands, primarily from Germany, Poland, Slovakia and Italy, priests from those countries came with them. Together, all of these people created a mosaic that introduced new cultures to those already here.

Today, missionary priests from other lands continue to add to the diversity and life of the archdiocese. We currently have 55 priests who were born in other countries serving in appointed positions within the archdiocese. Twenty-eight of them were ordained here or incardinated into the archdiocese. Twenty-seven of them are members of religious orders or other dioceses and are ministering here for a more limited time. Together, they come from 16

different countries around the world.

I ask you to reflect for a minute on how much courage it takes for a priest to move from the familiar culture that he grew up into a completely different experience abroad. Most of us have traveled overseas at one time or another, but usually for a limited period of time. Some of you have studied in Rome for a year or two, and some of you have taken sabbaticals away from the U.S. Many of us have taken vacations of a week or two and experienced a different culture in that way. But few of us have packed up a suitcase or two and committed to many years abroad like our missionary priests.

Complicating matters is an immigration system in this country that is complex and getting more difficult. We have had priests go home for a visit on a religious worker visa only to be told they could not return as planned. It has taken intervention from our congressmen and senators to sort things out with the Department of Homeland Security to allow two of our priests to return. Sometimes travel home

is not recommended at all until certain immigration status is reached, and it has restricted priests even from returning for their family member's funerals.

Fortunately, we do have good legal resources available to assist our priests maneuver the maze of forms and regulations in keeping their immigration status up to date. Attorney Barbara Graham of Catholic Charities and Attorney Jennifer Nissen of Chenhalls Nissen, S.C have each worked with many of our priests and gave them support in the sometimes frustrating world of the U.S. Government.

When the disciples of Jesus spread out to fulfill their mission, they became, in a sense, missionary priests, sharing the good news with people of other lands. Tradition has James traveling to Spain, Bartholomew and Thomas to India, Phillip to Turkey, and Simon Peter to Italy. Today, we have priests from some of those same places coming here to southeastern Wisconsin to carry on Christ's message of salvation and love. We are a better archdiocese because of their presence here.

FROM THE DIRECTOR OF PARISH & SCHOOLS HUMAN RESOURCES/PERSONNEL

AN UNTAPPED AND HELPFUL BENEFIT - EAP



Catherine Gryniiewicz

The stresses of today are making their way into the workplace. I am receiving more calls from employers and employees who are both frustrated. Emotions are high, and people are struggling as they try to

balance work - personal life, finances, and interpersonal relationships. These stresses build and manifest in the workplace and affect the job and the work environment. Each of us may find it helpful to unpack the challenge with a professional. A benefit open to employees within the Archdiocese of Milwaukee is the Employee Assistance Program, often referred to as EAP. The

program is through Unum.

Unum's EAP offers unlimited access to a master's level consultant by telephone, unlimited resources and tools online, and up to three face-to-face visits with a consultant for help with a short-term problem. Callers can receive help:

- Locating local childcare and eldercare services.
- Speak with financial experts regarding budgeting, controlling debt, and preparing for retirement.
- Work through complex, sensitive issues such as personal or work relationships, depression, or substance abuse.

- Communicating and problem solving for work or home.

Unum's program also facilitates referrals to a local attorney for a free, 30-minute in-person or telephonic legal consultation. If the attorney's services are needed further, the individual may be eligible to receive a 25% discount on additional services.

The program also provides unlimited website access at [www.lifebalance.net](http://www.lifebalance.net) Assistance is only a call away at 1-800-854-1446 (English), 1-877-858-2147 (Spanish), 1-800-999-3004 (TTY/TDD). The user ID and password: lifebalance

Please use and/or share this resource.

Catherine Gryniiewicz

FROM THE OFFICE OF DIACONATE FORMATION  
**2019 NATIONAL DIRECTORY INSTITUTE**



Deacon Dale Nees

I had the great pleasure of attending the *National Directory Institute* (NDI) at the Pontifical College Josephinum in Columbus, Ohio on June 9 to 13. NDI is a seminar held every other year that gathers

the Directors of Diaconal Formation from across the country. There were 39 participants and a host of staff and presenters with specific expertise in various aspects of the formation, ministry, and life of permanent deacons in the United States. It was nothing short of spectacular and particularly well-timed at this point in my tenure as a director. I returned home with a list of new colleagues, voluminous notes, a jump drive of all the content/tools shared, and a long collection of items to consider as our Diaconate Formation staff work with the formational community to continuously improve what we do to serve the Archdiocese of Milwaukee.

I was energized by the high level of commitment the National Association of Diaconal Directors (NADD) has in supporting both Formation and, on the alternate year, the Ministry & Life of deacons, through these indispensable seminars. I was encouraged by the number



of so many devoted directors of formation. None of us had all the answers, but all of us together were able to answer the current questions put forward by the group. I would eventually return home, knowing that as new questions arise, I had many dedicated brothers and their wives as resources whose greater experience with particular concerns would help guide me along the most prudent path.

The beauty of this kind of gathering is having a concrete encounter of charity through the generous sharing of the paths that others had already traveled, thus avoiding the need to retrace unnecessary

steps. Another pleasing consequence of this occasion to get together was the simple affirmation that our programs were not unique in having some questions and concerns, some of which were identical. At the same time we also had so much in common because we are using the same playbook: *the National Directory for the Formation, Ministry, and Life of the Permanent Deacons in the United States* whose effective date was December 26, 2004, the Feast of St. Stephen, Deacon and Martyr, with full implementation by August 10, 2005, the Feast of St. Lawrence of Rome, Deacon and Martyr. I was personally touched by the fact that during our time together the *United States Conference of Catholic Bishops* voted to approve the changes recommended by NADD and that their next destination for consideration was Rome.

On September 4, I celebrated my first anniversary as Director of Diaconate Formation. I am humbled by the awesome responsibility, but incredibly grateful for all the support I have received from all of you. I look toward a future full of hope that the work we have begun, God will bring to fulfillment.

*With Fraternal Charity,*  
**Deacon Dale Nees**

► **JODI BOWERS** (continued from page 1)

Ministries, and teach Religious Education for fourth-grade and high school students.

Outside of the office, I enjoy spending time with my family and our two dogs, Miakoda and Gunnar. I have a passion for our family genealogy and am working on redeveloping a website with the information gathered over the years. I am also involved in learning more of our family's Native American roots by taking language classes and participating in local community events.

I have always felt blessed in how I have been directed in my life. I am very excited to move into this position at the archdiocese and look forward to seeing what this new chapter will bring.

SAVE *the* DATE  
**PRIEST**

*Wellness Day*

**Thursday, October 31, 2019**

201 N. Mayfair Road, 5th Floor Conference  
 Center Wauwatosa WI 53226

Contact Jodi Bowers to register by October 24.

## SABBATICAL – OPPORTUNITY FOR ONGOING FORMATION



Dcn. Alfred Lazaga

The formation of the clergy is a lifelong process and continues in many ways long after the formal studies at the seminary. The guidelines for the Continuing Formation of Clergy in the Archdiocese of Milwaukee follows *Pastores Dabo Vobis*. Pope John Paul II quoted St. Paul “I remind you to rekindle the gift of God that is within you” (2 Timothy 1:6).

Individual priests are responsible for their ongoing formation. Their responsibility is linked to their commitment at ordination to serve well the people of God through their ministry and through their own personal faith commitment. Continued growth in spiritual maturity is an essential aspect of happiness. We can achieve growth in our lives in many ways. But there is a very important tool at our disposal to help us maintain “freshness” in our ministry.

A sabbatical is a continuing formation effort for an extended time (usually three to four months) during which a priest can be relieved of the responsibilities of his assignment in order to pursue a specific program or a combination of different elements which fit his particular personal and ministerial needs.

We face in our lives many elements that could cause difficulties in our ministry: Long hours, overwhelmingly unsolvable needs, intense work and relentless responsibilities, sometimes unappreciation by those we serve, “compassion fatigue” possible consequence of working with suffering people. A sabbatical can be

a great tool to “step-back,” let the cares go and allow ourselves to be refreshed.

A sabbatical is distinguished from, and is not, a vacation (for rest, relaxation, recreation), a retreat (for spiritual renewal), a sick leave (for recovery of physical health) or the pursuit of graduate degree (for professional development).

Priests ordained seven years or more and who are actively serving in the archdiocese (including senior priests who serve in ministry in the archdiocese) are eligible for a sabbatical. Priests approaching their seventh year after ordination are encouraged to begin planning for a sabbatical. Every seven years thereafter, priests are able to apply for another sabbatical.

There is a wide range of sabbatical options, from self-contained and structured programs to individual programs. The sabbatical program costs are covered by a grant from the archdiocesan Sabbatical Fund, as well as funds drawn from the priest’s individual continuing formation account.

The Sacramental help-out expense is to be shared equally by the priest, the employing institution and the Sabbatical Fund.

The Director of Continuing Formation can work closely with you to help you plan and apply for a program tailored to your needs. The process is very simple and easy. An application is made by you, then evaluated and approved by the Director in consultation with the Advisory Board and the Vicar for Clergy. We encourage you to contact Dcn. Alfred Lazaga to discuss your future plans and to find out more information about this great tool that is available to you.

### PRIESTS ON SABBATICAL IN 2019 – 2020

- Fr. Nathan Reesman
- Fr. Aaron Esch
- Fr. Carlos Flores
- Fr. Javier Guativa
- Fr. Russ Arnett
- Fr. Tim Kitzke

## A NOTE FROM THE MINISTER TO PRIESTS



Fr. Al Veik

I consider it a privilege to serve the priests of this archdiocese as Minister to Priests. All but a few of my over fifty years of priestly service has been ministering in the Archdiocese of Milwaukee. I am grateful to my Capuchin community for having provided me the background and opportunity to serve as a priest in so many diverse

ministries to parishes, religious congregations, and ministries responding to the needs especially of the poor and marginated. Ministering shoulder to shoulder with so many of you over the years has resulted in a great respect for our vocation and fuels the desire to be available as your Minister to Priests. Please feel free to connect with me any time.

**Fr. Al Veik, OFM Cap**  
**Email: [aveik@thecapuchins.org](mailto:aveik@thecapuchins.org)**  
**Cell: 414-305-3384**

## SAVE *the* DATE

### ADVENT GATHERING *of Priests*

Vespers & Refreshments

**December 8, 2019**

**5 – 7 p.m.**

*St. Francis de Sales Seminary*

*Watch for Invitation  
in early November.*

## BE NOT AFRAID: HELP NEEDED FOR CRITICALLY ILL CATHOLIC CHILDREN & THEIR FAMILIES

We all know of the special love Jesus has for children. It is in the spirit of this love that Children's Hospital in Milwaukee has reached out to the archdiocese for help in rare and special circumstances for priests to provide the Sacrament of Anointing.

It has come to my attention that in a handful of circumstances every year, chaplains at Children's Hospital are asked by families of critically ill and/or dying children to find a Catholic priest for Anointing. Some families of these children either live great distances away from Milwaukee, or they do not have a relationship with a parish priest and/or are not active with parish membership to be able to identify someone for chaplains to call for help. Also, there are no Catholic priests on staff at Children's.

The serious problem for these chaplains, when a family's parish priest is not available, is to try to find a priest who is available to come into the hospital at very short notice. While chaplains at Children's have names of two priests to contact in crisis situations, this does not always work due to busy schedules or other conflicts such as being out of town or ministering to others in critical situations. There have been situations where children have died without the opportunity to be anointed. Even when children have been baptized and not yet attained the age of reason, words cannot adequately address how much families are comforted by this Sacrament.

Children's Hospital has asked PRN Chaplain Eric Szatkowski, a member of the Basilica of St. Josaphat to see if some priests of the archdiocese would be willing to help in these rare circumstances. Children's would like to create a list of as many priests as possible who would be willing to have their names and numbers put on a list to be called in these rare critical cases. Children's Hospital is open to discussing how best to do this, as they know how incredibly busy all priests are.

One possible idea is to have a long list of priests, perhaps in alphabetical order, who would be called one-at-a-time until someone is able to respond to the hospital. The responding priest would then go to the bottom of the list for the next critical call, to minimize the number of times that priest might be called in a year or more. Children's is also open to considering adding priests to the two existing names who are always first up to be called in crisis situations. These situations can happen at any time during the day or night – it is not just during overnight hours.

We all know of the miraculous work Children's Hospital has done in our archdiocese for more than 125 years, and the chaplains and Catholic children and families-in-need would be incredibly grateful and humbled if some priests could carve out one more small responsibility in their wonderful ministries.

If you are interested please contact Chaplain Eric Szatkowski either by email [eszatkowski@chw.org](mailto:eszatkowski@chw.org) or by phone or text at 262-825-8500.

## OVERCOMING 5 COMMON LEADERSHIP MISTAKES

*By Dan Freschi*

Leadership isn't easy and doesn't come naturally for many. Being good leader requires a high level of self-awareness, ongoing reflection, self-evaluation, and feedback to ensure you're serving your team and growing yourself every day.

### #1 NOT GIVING FEEDBACK

First, and foremost, the biggest mistake leaders make is failing to give feedback. When a leader fails to provide timely feedback to their direct reports, they are robbing them of the opportunity to grow and improve their performance.

### #2 NOT SETTING EXPECTATIONS AND GOALS

Second, failing to set expectations and set goals is a mistake. When a leader does not set expectations, their direct reports often limp through their day with no clear direction. Direct reports want to be productive, they want to know their work has meaning and is contributing to a bigger picture. Without expectations or goals, they are not able to prioritize the workload.

### #3 NOT MODELING THE WAY

Third, a leader can fall into the mistake trap of not modeling the way. A leader must have the utmost and highest level of integrity and model the way for their team. If you leave early during the workday or speak off-hand about a colleague, it will likely be repeated by your direct reports.

### #4 NOT DELEGATING

Forth, leaders don't trust their direct reports so they fail to delegate. Leaders feel too often like they are the only ones who can complete a task or it won't turn out the way they want it. This behavior creates unnecessary, unproductive bottlenecks, adding to their own stress.

### #5 NOT BEING A LEADER

Fifth, being a friend and not a leader. This is a common mistake especially among young and first time leaders. Most leaders want to be seen as friendly and approachable, and usually direct reports are more engaged when the leader gets along with them. There are going to be times, however, when a leader needs to make a tough call.

## PREACHING FOR CHRISTMAS: PROCLAIMING EASTER IN WINTERTIME

**Fr. Richard Fragomeni**

**Monday, December 9, 2019, 9:00 AM**

**All Day Presentation, Lunch Included**

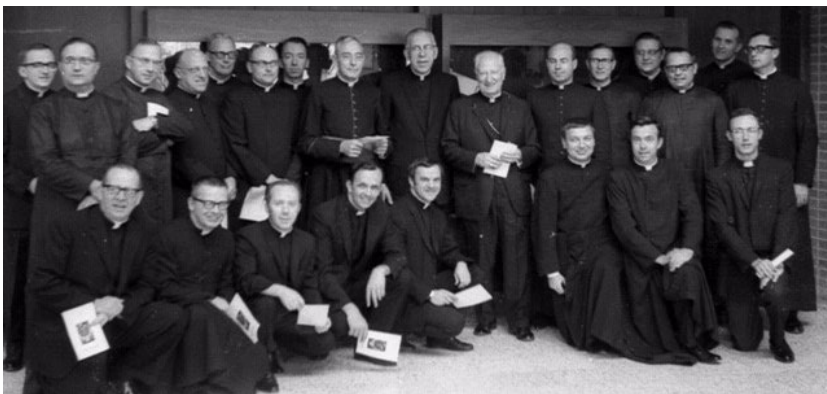
**Mary Mother of the Church Pastoral Center**

An overview of the readings and collects from the Christmas Vigil to the Baptism of the Lord, engaging the Lectionary and Roman Missal. Included will be: Christmas Eve to Christmas Night, Three Days of the Martyrs, a post-festive Interlude and the Octave Day, Mary and Peace and New Year, and then from the Vigil of the Epiphany to the Theophany of the Baptism of the Lord.

Fr. Fragomeni, Professor of Liturgy and Preaching, has been a member of the faculty at CTU since 1990. He holds a S.T.B., and M.A., from the University of Louvain, and a M. Music, and Ph.D., from Catholic University of America. He has been a frequent visitor and presenter in our archdiocese. His teaching involves him in Roman Catholic theology, interpretation theory, and poetry. His current work is in the field of word and sacrament: the intersection of symbolic activity and language as it creates insights into the Christian proclamations of grace. Central to this work is a fascination with the power of liturgy and preaching in the transformation of the human heart.

He also serves as rector of the Shrine of Our Lady of Pompeii, an Italian-American spiritual center in Chicago's historic Little Italy. He is the author of many books, including *Come to the Feast, In Shining Splendor: Fifty Eastertime Meditations, and The Eucharist: Fifty Questions from the Pews.*

The cost of this presentation is \$100.00 and includes lunch. Please advise of any dietary restrictions. The cost can be charged to your Continuing Formation of Clergy Fund.



Do you recognize these faces of the priest faculty from the High School Seminary?



Bishop Jose Grullón installed Fr. Michael Wolfe as pastor of La Sagrada Familia in the Dominican Republic, as Fr. Juan Manuel Camacho returns to Racine.

## PRIESTS' TRUST UPDATE

Thank you to the trustees of the St. Michael Priests' Trust for their decision to make the following grants:

A one-time grant of \$75,000.00 will be deposited into the Sabbatical fund, which is used to provide funding for both active and senior priests who wish to take a sabbatical.

A one-time grant of \$500.00 for each senior priest will be available, upon request, to be deposited into his continuing formation account. Deacon Al Lazaga, Continuing Formation of Clergy Office, will facilitate this one time grant.

The St. Michael Priests' Trust is also providing \$110,000.00 toward health care premiums for senior priests, as well as continuing to provide short term disability benefits for active priests.

These grants and benefits are made possible due to positive investment results, and the many priests who have remembered the St. Michael Priests' Trust in their estate planning, for which we are most grateful.



## MUNDELEIN RETREAT OPPORTUNITIES FOR ALL PRIESTS 2019-2020

*Sponsored by Joseph & Mary Retreat House*

**NOVEMBER 11-15**

### **12 STEP RETREAT**

Director: Rev. Peter McQuinn  
Pastor @ Notre Dame/Holy Family Parish

**NOVEMBER 25-27**

### **PRE-RETIREMENT RETREAT**

Directors: Rev. Michael Ahlstrom,  
Vicar Emeritus for Permanent Deacons  
And Rev. Robert Heidenreich,  
Director of Pastors' Evaluations/360\*

**MARCH 16-18**

### **PASTORS IN TRANSITION**

Directors: Msgr. John Canary, Director of Joseph  
and Mary Retreat House & Rev. Bob Heidenreich,  
Director of Pastors' Evaluations/360\*

**MARCH 23-26**

### **LENTEN RETREAT**

Director: Rev. James Wallace,  
Pastor @ St. Julianna Parish

**JULY 1- AUGUST 2**

### **SILENT DIRECTED RETREATS AVAILABLE (30 Day Retreats, 8 Day Directed Silent Retreats, available all month by arrangement)**

Director/Coordinator: Rev. Brian Welter,  
Vice Rector of Mundelein Seminary and Team

**JULY 13-17**

### **SILENT PREACHED RETREAT**

Director: Rev. Kevin Feeney  
Director of Sheil Catholic Center, Northwestern University

Call or email Jennifer Cummings to make your reservation (847) 566-6060  
[jcumings@josephandmaryretreat.org](mailto:jcumings@josephandmaryretreat.org)

## 10 MYTHS ABOUT CLERGY ABUSE IN THE CATHOLIC CHURCH

A recent article in *Psychology Today* entitled “Top 10 Myths About Clergy Abuse in the Catholic Church” by Thomas G. Plante, Ph.D., ABPP, speaks clearly about many of the misunderstandings of the priesthood and the myths that still perpetuate our society today. Below is the link to the article.

<https://www.psychologytoday.com/us/blog/do-the-right-thing/201908/top-10-myths-about-clergy-abuse-in-the-catholic-church>

## OFFICES FOR CLERGY AND LAY ECCLESIAL MINISTRY

### Vicar for Ordained and Lay Ecclesial Ministry

Very Rev. Jerry Herda, Vicar  
414-769-3490  
[herdaj@archmil.org](mailto:herdaj@archmil.org)

#### Administrative Assistant

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### Deacon Services

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(Associate) Director  
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### Diaconate Formation Office

Deacon Dale Nees, Director  
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### Personnel and Placement Office

Rick Tank, Director  
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#### Associate Director

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#### Administrative Assistant

Charmaine Pfeifer  
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### Services for Senior Priests

Very Rev. James Lobacz,  
Vicar for Senior Priests  
414-769-3496  
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#### Administrative Assistant

Nancy Kerns  
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[kernsn@archmil.org](mailto:kernsn@archmil.org)

### Parish/School HR Services

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#### Parish/School HR Coordinator

Casey Clapper,  
414-769-3371  
[clapperc@archmil.org](mailto:clapperc@archmil.org)

### Continuing Formation of Clergy

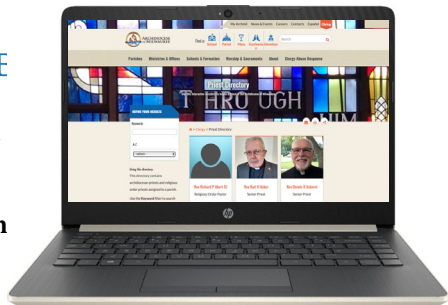
Deacon Alfred Lázaga,  
Coordinator  
414-769-3489  
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### Office of Lay Ministry

Susan McNeil, Director  
414-758-2214  
[mcneils@archmil.org](mailto:mcneils@archmil.org)

	DEANERY REPRESENTATIVES - ARCHDIOCESAN COUNCIL OF PRIESTS	DEANS
Dodge-Washington	Justin Lopina	Richard Stoffel
Fond du Lac-Sheboygan	Gary Wegner OFMCap	Philip Reifenberg
Kenosha	Todd Belardi	Robert Weighner
Milwaukee Northwest	Romanus Nwaru	Phillip Bogacki
Milwaukee Southeast	Arul Ponnaiyan	Mark Payne
Milwaukee Southwest	David Zampino	Michael Merkt
Ozaukee-Milwaukee NE	Michael Bertram OFMCap	Paul Hartmann
Racine	Ricardo Martin	Javier Guativa
Walworth	Edward Tluczek OFM	James Volkert
Waukesha East	Aaron Laskiewicz	Edwin Kornath
Waukesha West	Kevin McManaman	Daniel Janasik

INTERACTIVE  
PRIEST  
DIRECTORY  
[www.archmil.org/  
Priest-directory.htm](http://www.archmil.org/Priest-directory.htm)



ARCHDIOCESE  
of MILWAUKEE